

## What is Mentoring?

NRCS Mentoring provides employees with opportunities to develop new knowledge, skills or experiences.

NRCS Mentoring's aim is to broaden employee functional experience, assist in developing goals, and cultivate new opportunities.

## How Does NRCS Mentoring Work?

NRCS employees are matched as mentors and protégés based on developmental goals, areas of expertise, and objectives for the relationship.

The mentor shares his or her experiences and feedback with the protégé regarding technical knowledge, organizational relationships, and tips for success.

The mentor and protégé then work together over the course of one year to develop strategies for achieving mutually agreed upon developmental goals.

*Mentoring is a brain to pick, an ear to listen, and a push in the right direction.*

- John Crosby

## Testimonials from Past Mentors, Protégés, and Supervisors:

- "Confidence in the fact that my experience in the workforce does make a difference and that my knowledge can be beneficial to others."
- "It gives me great pleasure and job satisfaction to be able to guide and contribute to the success of our future long term employees."
- "Getting to know my protégé."
- "A chance to step back and appreciate all the things I've learned so far. We don't always take the time to reflect."
- "I really enjoyed this assignment. I hope everybody involved feels like it was productive. I would do it again."
- "Employee has a great understanding of the Agency and statewide objectives as a result of this program."
- "Employee has more self-confidence and is more comfortable being in the forefront."
- "Through this program I have increased my communication skills, networking abilities, been exposed to different area activities, and have a greater awareness of out-of-the-box resources for training. It was well worth my time to participate."
- "This was the best experience I've had as a mentor."

Helping People Help the Land  
An Equal Opportunity Provider and Employer



## Indiana NRCS Mentoring Program

Expand Your Horizons...  
Get Involved!



The Mentoring Program is For You!



## Who Should be a Mentor?

Anyone who possesses the following characteristics:

- Able to serve as a role model and resource person.
- Possesses a high degree of proficiency and initiative in their own career patterns.
- Committed to assist and advise new employees to help him/her achieve their full potential.
- Is patient and cooperative when working with others.
- Able to devote time for one-on-one discussions.
- Able to proactively provide constructive critique to employees on career and personal issues which would impede career advancement.
- A good listener.
- Tactful, sensitive, and diplomatic in order to work with others who may be of a different age group, background or culture.

## Characteristics of a Protégé

- Committed to expanding their capabilities.
- Open and receptive to new ways of learning and trying new ideas.
- Able to accept feedback and act upon it.
- Willingness to apply learning back on the job.
- Focused on achieving desired business results.
- Able to communicate and work cooperatively with others.
- Knows when to ask for help.
- Have a sense of personal responsibility and commitment.
- Willing to meet on a regular basis.

## What is the Time Commitment?

NRCS Mentoring lasts one year. A typical mentoring relationship takes around 5% of the mentor's/protégé's time.

All participants will attend a two-day Mentor-Protégé Orientation session, which will provide valuable tools and resources. The mentor and protégé will work collaboratively to set mentoring expectations, goals, frequency and method(s) of meeting.

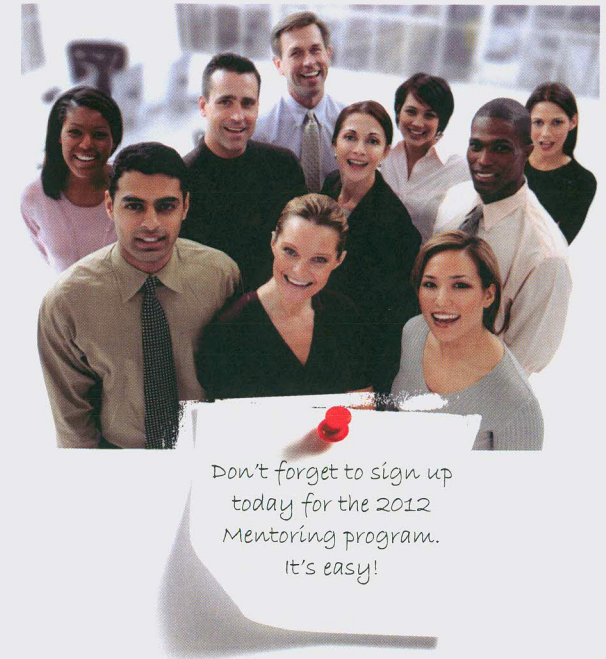
## What are the benefits?

The mentor has the opportunity to give back to the organization by passing on lessons learned and insights to the protégé, gain fresh perspectives from the protégé, a sense of fulfillment and satisfaction through helping others and building a NRCS legacy.

In turn, the protégé is able to further his/her professional development by building upon the mentor's advice to expand technical knowledge, expertise, interpersonal skills, and organizational awareness. Additionally, mentors and protégés may develop strong friendships and relationships that are built on trust and mutual respect.

NRCS Mentoring also benefits NRCS by facilitating the successful transfer of NRCS institutional knowledge to ensure a pipeline of talent for organizational succession planning.

Additional organizational benefits include overall enhancement of employee skills, increased employee retention and attraction of top talent to NRCS.



*Striving for success without hard work is like trying to harvest where you haven't planted.*  
- David Bly

For additional information on mentoring, contact Susan Meadows ([susan.meadows@in.usda.gov](mailto:susan.meadows@in.usda.gov)) or Jill Reinhart ([jill.reinhart@in.usda.gov](mailto:jill.reinhart@in.usda.gov)) or call 317.290.3200 x 392.